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Letters were sent to 877 junior colleges listed in the American Association of Junior Colleges Directory (1967). Those expected to open in 1968 were included in the mailing. The colleges were asked to send the number of instructional and administrative vacancies they expected for the academic year 1968-69 and the qualifications required of applicants for the positions. The data were to show the demand for personnel according to subject field and geographical area, as well as the salaries by subject field, by age, size, and type of institution, by kind of position, and by qualifications. The results are based on the 115 replies received by February 1968, representing colleges in 32 states and one from the Canal Zone. The replies showed that (1) 498 positions were available, (2) none were open in home economics, 82 were open in economics and business, 52 in English, and eight in art, (3) 423 of the vacancies were in the Southeast, Northeast, and Midwest, (4) 419 were in public institutions, (5) vacancies had no relation to age or size of institution, (6) 437 positions were in the teaching area, (7) 384 required at least a master's degree, and (8) higher salaries ($10,000 or over) were offered by the public institutions. It was felt that, since so few replies were received in time for use, the survey was not truly representative. (HH)

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APPALACHIAN STATE UNIVERSITY

BOONE, NORTH CAROLINA

AN ANALYSIS OF

JUNIOR COLLEGE PERSONNEL NEEDS FOR 1968 - 1969

By

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and

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CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

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On January 19, 1968, Dr. Robert L. Randall, Director of Placement, Appalachian State University, Boone, N. C., in cooperation with Dr. Leland Cooper, Associate Professor of Education and Coordinator of the Junior College Program, A. S. U., mailed letters to 877 junior colleges, located throughout the United States, the Virgin Islands, Puerto Rico, and the Canal Zone. The mailing list was obtained from the 1967 edition of the Directory: American Association of Junior Colleges. Junior colleges anticipated to begin operation in 1968, as well as those already in operation, were included on the mailing list. The purpose of communication with these institutions was to determine anticipated instructional and administrative vacancies for the academic year 1968 - 1969, and required qualifications of applicants interested in filling these positions.

Purpose

The purpose of this report is to present findings based of replies resulting from the communication. The collected data will indicate the demand for junior college personnel in the various subject areas and the various geographical areas. Also, salaries as related to subject area; institution type, age, and size; position type; and required qualifications will be shown.

Method

This study was begun February 23, 1968, and based on the 115 replies received on or before that date. These replies represent thirty-two states plus one reply from the Canal Zone.

Twenty-two catagories were used as a basis for segregating the positions according to academic field. As all positions available could not be placed in the designated subject fields, one category entitled "other" was used for positions unrelated to the fields listed. Included in this category are positions available in reading (13), nursing (10), political science (5), building trades technology, dental assisting, law enforcement, agriculture, and technical writing.

The location of positions available in the junior colleges were listed under the following areas: Southeast, Northeast, Midwest, Southwest, Northwest, and the Canal Zone. When this study was begun, no replies had been received from Puerto Rico or the Virgin Islands. Positions available in the southeastern states are anticipated to be of greatest interest to students of Appalachian State University. Therefore, the positions available in this area were further segregated according to respective states within this area.

Salaries, holding a position of some relative importance to most prospective junior college teachers, were also listed in this report. Salary scales were reported as they apply to public and private institutions. No attempt was made to

differentiate between technical institutes, community junior colleges, and traditional junior colleges.

Positions open to holders of varying degree qualifications at varying salary ranges were listed in the minimum salary range and also under the minimum required qualifications.

As salaries are felt to be affected somewhat by institutional age and student enrollment, these entries were made accordingly.

The positions available were listed as either teaching, administrative, combination teaching and administrative, and "other." In the latter category, available positions include, for example, surgical nurses, librarians, and all other positions not specifically applicable to the instructional and administrative categories.

As no differentiation was made between community junior colleges, technical institutes, and traditional junior colleges, the required qualifications were listed as ranging from less than the bachelor's degree through the doctor's degree.

Replies from those institutions not in operation at date of publication of the 1967 Directory: American Association of Junior Colleges were not used in this report except in those instances where sufficient information concerning the institutions was included in their replies.

Conclusions

From the 115 replies used in this report, 498 available positions were reported. It is significant to note, and perhaps even more significant for majors in this field, that there were no positions open in home economics. The economics and business field afforded the greatest number of available positions in the replying institutions, with a total of 82 positions available. The field of English, also, had a comparatively high number of positions open, with 52 being reported.

The Southeastern, Northeastern, and Midwestern areas appear from the context of this study to have the majority of available positions. These areas represent 423 of the 498 available positions reported.

Most available positions were reported in the public institutions, with a total of 419 given.

Also, higher salaries were found to be paid in the public institutions with twenty-six positions offering salaries of $10,000 or above. Private institutions reported no positions available in this salary range.

Nothing was ascertained concerning institutional age and student enrollment in regard to total positions available. Some significance, however, can be found in relation to the individual subject fields. For example, of the eight positions available in art, seven were found to be in institutions

with enrollments of 2,000 or above, and four of the positions were found in institutions which are ten years of age or older.

It is very noteworthy that out of the 498 available positions, 437 are in the teaching area. Also of interest is the fact that of this total, 384 positions require a minimum of the master's degree.

Not included in this study, but nevertheless worthy to note, is a request from San Joaquin Delta Community College, Stockton, California, for several Negro instructors holding the M. A. Degree. No subject field or further qualifications were specified.

Limitations of the Study

The major limitation of this study is felt to be the fact that not all states were represented. Therefore, this study merely represents a meager cross-section of the positions available in various junior colleges of the United States. Only basic trends can be extrapolated from the replies here analyzed. The validity of this study would be far greater had it been constructed after having received replies from a greater number of institutions.

FIELD	Number of Available Positions	LOCATION OF AVAILABLE POSITIONS													SALARY							
		SOUTHEAST								NORTHEAST	MIDWEST	SOUTHWEST	NORTHWEST	CANAL ZONE	Public Institution							
		ALA.	FLA.	GA.	KY.	N. C.	S. C.	TENN.	VA.						Not Given	Under $6,000	$6,000-$6,999	$7,000-$7,999	$8,000-$9,999	$10,000-$14,999	$15,000 & Above	Not Given
Art	8					1				3	3	1			2			6				
A-V	8		1	1		1		1		2	1	1			2	1		1	2		1	
Biology	23	1	1	1		2				7	8	1	1	1	7		3	8	2			
Chem & Ph.Sc.	29	2		2			1		1	9	9	3	2		6	1	5	7	6	1		3
Econ & Bus.	82	3	3	4	2	4	6		1	33	14	6	5	1	20		8	20	9	6		6
Education	8					1		1		1	5								1	1	4	1
English	52	3	2	2	3	2	3	2		14	13	3	5		11		10	17	4		1	4
For. Lang.	27	1	1	2	1	3	3	1		8	3	2	2		6		2	5	1			6
Geog & Geol	6		1	1						2	2				1			5				
Guidance	16									6	2	5	3		8		3	3			1	
Health & P.E.	25	1	1		1	2		1		7	9	2	1		6		1	8	3	1		3
History	22	1		1		2				8	6	3	1		1		3	11	1		1	
Ind. Arts	20		2							10	3	4	1		7		3	5	4	1		
Library Sci	20		1	2			2		1	2	9	2	1		3		3	7	5			
Mathematics	28					3			1	13	8	1	1	1	5		2	11	4		1	2
Music	10	1	2	1		1				3	2				2		1	5	1		1	
Phil & Rel	3									1	2				2			1				
Physics	7					1		1		3	2							2	3	1		
Psychology	20			2						9	9				3		3	7	3		1	1
Socio & Anthro	22	1		2				1		8	8		2		5		1	9	3	1		
Speech	12	3								4	2	2	1		3		3	4	2			
Other	50		3	3		2	1			14	17	5	5		16		2	15	11	2	1	1
TOTAL	498	17	18	24	7	25	16	8	4	167	137	41	31	3	116	2	53	157	65	14	12	27

ARY							AGE of Inst.			ENROLLMENT			POSITION				REQUIRED QUALIFICATIONS					
Private Institution																						
Not Given	Under $6,000	$6,000-$6,999	$7,000-$7,999	$8,000-$9,999	$10,000-$14,999	$15,000 & Above	Under 5 Years	5 - 10 Years	10 Years & Above	Under 500	500 - 999	1,000 - 1,299	2,000 & Above	Teaching	Administrative	Combination Teaching & Admin.	Other	B. S. or Less	B. S. + Hours or Experience	M. A. or M. S.	M. A. + Hours or Experience	M. A. + Doctoral Study	Ph. D.
							1	3	4		1		7	8						8			
			1				3	4	1	1	2	2	3	7	1					7			1
		3					5	10	8	6	4	7	6	23						18	3	2	
3							8	8	13	10	6	6	7	29						22	4	2	1
6		10	3				18	19	45	19	18	28	17	76	5		1		1	67	8	2	4
1			1				1		7	2		1	5	1	7						1		7
4		1	2	2			17	19	16	14	16	15	7	51	1					40	9	2	1
6		3	1	2			3	9	15	9	7	5	6	24	3					18	7	1	1
							1	5			1	5		6						4	2		
		1					2	6	8	1	3	7	5	4	3		9			8	7		1
3		1	2				2	8	15	4	3	7	11	24	1			1		20	3		1
		3	2				3	8	11	5	5	9	3	22						18	4		
							9	5	6	2	4	9	5	20				1	1	17	1		
			1	1			2	8	10	3	4	8	5	5		1	14	1	2	16	1		
2		1	1	1			7	11	10	7	3	8	10	27	1					21	5	2	
							3	6	1		3	2	5	9	1					7	1	1	1
							1	1	1		1		2	3						1	1	1	
		1					1		6	1	2	1	3	6		1				6			1
1			2				4	8	8	4	7	4	5	18	1	1				14	5		1
		2	1				6	6	10	4	5	5	8	21	1					18	1	2	1
							3	3	6	1	4	2	5	12						10	2		
1		2	1				9	11	30	1	9	13	18	41	1		8		3	44		1	2
27	0	28	18	6	0	0	109	158	231	10	08	144	143	437	26	3	32	3	7	384	65	1	